



DEPARTMENT OF THE ARMY
UNITED STATES ARMY CHEMICAL, BIOLOGICAL, RADIOLOGICAL,
AND NUCLEAR SCHOOL
3RD CHEMICAL BRIGADE
495 IOWA AVE
FORT LEONARD WOOD, MO 65473-8958

ATSN-CBZ

SEP 10 2013

MEMORANDUM FOR 3rd Chemical Brigade Personnel

SUBJECT: Command Policy #2, Equal Opportunity and Equal Employment Opportunity

1. REFERENCES.

- a. AR 600-20, Army Command Policy, 18 March 2008 (Rapid Action Revision 20 September 2012).
- b. AR 690-12, Equal Opportunity and Affirmative Action with TRADOC Supplement 1 to AR 690-12, 9 Mar 90.
- c. AR 690-400, Total Army Performance Evaluation System (TAPES), 16 Oct 98.
- d. Memorandum, ATZT-CG, Subject: Command Policy #6, Equal Employment Opportunity, 10 May 2010.

2. PURPOSE. Establish the 3rd Chemical Brigade EO policy.

3. POLICY/PROCEDURES.

a. I am absolutely committed to equal opportunity and equal employment for 3rd Chemical Brigade personnel without regard to race, color, religion, gender, national origin, age or disability. It is the responsibility of managers and leaders to enforce the fair and impartial treatment in all phases of employment, service, and other activities affecting the welfare and career of their Soldiers and employees, and to take immediate action to overcome the effects of past and present discriminatory practices, policies, and other barriers to the full implementation of the Equal Opportunity Program (EO) and the Equal Employment Opportunity Program (EEO).

b. This memorandum enacts an Affirmative Action Plan (AAP) designed to promote equal opportunity in every aspect of the employment, development, advancement, rewarding, and treatment of Brigade Soldiers and employees. The program is concerned with treating all Soldiers and employees fair regardless of race, religion, age, color, national origin, gender, and physical and mental disability.

c. I challenge each member of this brigade to use innovative ways in planning and executing this EO/EEO/AAP policy. We must prepare the work force to perform at a higher level of efficiency with fewer resources. We must do this while maintaining the highest standards of honesty and integrity in a diverse work force.

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d. Civilian and military managers and leaders are to evaluate accomplishments against their contributions to the EEO/AAP IAW DA Pam 690-400 and AR 600-20. This establishes benchmarks for future comparisons and determines how well we are complying.

4. PUNITIVE: Violations of the provisions contained in this policy may result in disciplinary action under the Uniform Code of Military Justice (UCMJ). This policy is punitive; failure to comply with the provisions of the paragraphs listed above is punishable under Article 92, UCMJ.

5. PROPONENCY. The proponent for this command policy is the 3rd Chemical Brigade Civilian Personnel Administrator, 6-8321 or the 3rd Chemical Brigade Equal Opportunity Advisor at 6-3497.



J.R. DRUSHAL
COL, CM
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